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Army Performance Improvement Criteria "APIC" Training Module 10

"APIC Organizational Profile"

The Details of the Criteria

Organizational Profile

- Over the past seven weeks you have been provided general information on each of the 7 categories of the APIC criteria. Last week's TMT we began reviewing the details of the criteria, starting with the "Organizational Profile – P1." This week's TMT concludes with "Organizational Profile – P2."

- We encourage you to keep and consolidate these training modules for future reference.

Organizational Profile

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- The APIC Organizational Profile is a “snapshot” of our organization, the key influences on how we operate, and the key challenges we face.
- The Organizational Profile is comprised of two “Key Performance Areas” that we refer to as KPAs.
  - P1 – Organizational Description
  - P2 – Organizational Challenges

P2
Organizational Challenges

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- P2 addresses our key organizational challenges.
- It asks us to describe our organization's competitive environment, our key strategic challenges, and our system for performance improvement.
- The P2 Organizational Challenges has three sections that ask us a series of questions related to:
  - P2.a Competitive Environment
  - P2.b Strategic Challenges
  - P2.c Performance Improvement System

P2
Organizational Challenges

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Competitive Environment questions ask:

1. What is your competitive position?
   What is your relative size & growth in your industry or markets served?
   What are the numbers & types of competitors and *key* collaborators for your organization?

2. What are the principal factors that determine your success relative to your competitors?
   What are any *key* changes taking place that affect your competitive situation, including opportunities for collaboration, as appropriate?

3. What are your *key* available sources of comparative & competitive data from within your industry?
   What are your *key* available sources of comparative data for analogous processes outside your industry?
   What limitations, if any, are there in your ability to obtain these data?

P2
Organizational Challenges

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Strategic Challenges questions ask:

1. What are your *key* business, operational, and human resource strategic challenges?

2. What are your *key* strategic challenges associated with organizational sustainability?

P2
Organizational Challenges

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Performance Improvement System questions ask:

1. How do you maintain an overall organizational focus on performance improvement, including *organizational learning*?

2. How do you achieve *systematic* evaluation and improvement of *key processes?.*

P2
Organizational Profile

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We ask that you look over each of these questions and establish in your mind or on paper what you think the answers are.

These will be similar questions that you will be asked during the APIC/ACOE On-Line Survey later this summer or fall.

More Information about the Army Performance Improvement Criteria and the
"APIC" website can be found at:

www.hqda.army.mil/leadingchange/